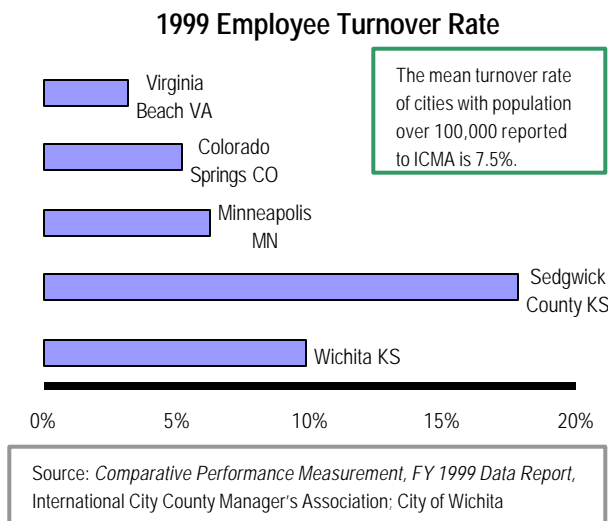


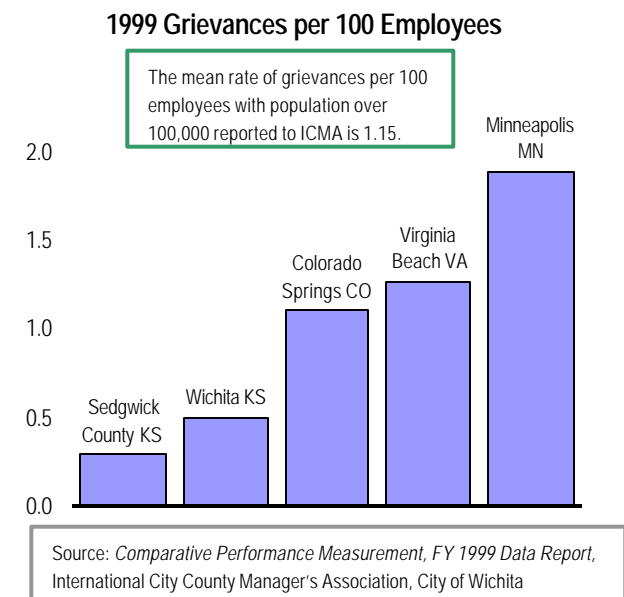
# Administration

From the aggregate staff of administration come policy and legislative decisions; overall professional management of the City; financial services and management; monitoring of civil rights and services; metropolitan planning services; human resource services; administration of general government, including management of the Community Development Block Grant; and economic development activities.

**Employee Turnover.** A measure of the organization's ability to retain quality employees is through the employee turnover rate. The City's employee turnover rate is less favorable than that reported by three peer cities in 1999, but lower than that reported by the government of Sedgwick County. The higher rates for both Wichita and Sedgwick County suggest that the region's tight labor market (average unemployment of 3.3 percent through 1999) is impacting the ability of local government to compete with the private sector.



**Quality of the Workplace.** The City strives to provide a positive work experience for employees, believing that the quality of the workplace impacts productivity and employee turnover. The number of grievances filed per 100 full time employees is one indicator of a fair and respectful work place. The City's history of grievances compares favorably with the same three peer cities.



**Financial Health.** The City's overall financial health is a result of the policies and management of the City's resources, including both financial and human capital. The community's well being is the result of years of effort to diversify its revenue sources; to provide a stable tax environment; and to attract a strong and diversified economic base while providing a safe and attractive place to live. The City's ability to meet challenges and sustain the community's quality of life is best quantified by the external credit rating agencies who have consistently rated the City's uninsured general obligation bonds as high-grade investment quality bonds, reflecting a confidence that the City can continue meet it's financial obligations.

Moody's  
Standard & Poor's

Aa2  
AA

**Investment.** Kansas cities are limited by law to invest in financial

instruments maturing in two years or less. In 1996, the State of Kansas granted the City of Wichita expanded investment powers as a result of a review of the City's investment policies and practices. The fully expanded powers have been renewed each year thereafter following an annual review of investment policies and practices. The City of Wichita is one of only two Kansas municipalities that have earned the fully expanded investment powers.

**Financial Reporting.** The City has consistently been awarded the Government Finance Officers' Association of the United States and Canada Certificate of Achievement for Excellence in Financial Reporting for its comprehensive annual financial reports and the Distinguished Budget Presentation Award for its annual budgets.